

**System and Method for Organizational Risk
Based On Personnel Planning Factors**

ABSTRACT

A system and method for organizational risk based on
5 personnel planning factors is provided. Each employee has an
employee profile data area that is used to store planning data
and actual data corresponding to the employee. Planning data
includes risk analysis data, compensation data, and development
planning data. Actual data includes current compensation data
10 and performance data. Inhibitors and motivators corresponding
to employees is used to determine a flight risk that pertains to
the employee. A contribution level, corresponding to the
employee's contribution to the organization, is analyzed along
with the flight risk to determine a risk quadrant that is
15 assigned to the employee. Managers can select a risk quadrant
and obtain information about common inhibitors and motivators.
Incentive data, such as stock options, compensation, and awards,
is planned in light of an employee's risk quadrant in order to
motivate high contributors to remain with the organization.